

**IKHOMISHANE YEZEMISEBENZI
KAHULUMENI**



UMBIKO WONYAKA OYA KUZAKHAMUZI

WONYAKAZIMALI WE-2017/2018

ITHEBULA LOKUQUKETHWE

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1. SINGOBANI?

IKhomishane Yezemisebenzi Kahulumeni (i-PSC) isikhungo sesiqhephu se-10 esasungulwa ngokweSahluko se-196 soMthethosisekelo waseRiphabhlikhi yaseNingizimu Afrika wonyaka we-1996. UMthethosisekelo ubeka ukuthi kuzoba khona i-PSC eyodwa eRiphabhlikhi yaseNingizimu Afrika, eyakhiwe amalungu ayi-14, okunguthi amahlanu awo aqokwa ngesincomo sesiSigungu Sikazwelonke. Ilungu elilodwa liqokwa nguMongameli kwesinye nesinye sezifundazwe eziyisishiyagalolunye, ngemuva kokuphakanyiswa nguNdunankulu wesifundazwe ngesincomo sesiShayamthetho Sesifundazwe. La malungu abizwa ngokuthi ngoKhomishane. Abahlanu bokhomishane batholakala ehhovisi likazwelonke le-OSC elisePitoli ngenkathi abasele abayisishiyagalolunye betholakala kuzifundazwe zabo ngemfanelo. UKhomishane uqokelwa isikhathi esiyiminyaka emihlanu, esivuselelekayo isikhathi esiyithemu elilodwa. I-PSC iphethwe nguSihlalo, ophinde asebenze njengeSiphathimandla Esikhulu seHhoviisi leKhomishane Yezemisebenzi Kahulumeni. USihlalo kanye noSekela-Sihlal baqokwa nguMongameli phakathi koKhomishane abaphakamisiwe.

I-PSC ibika kusiGungu Sikazwelonke futhi ifanele ibike njalo ngonyaka kusiGungu Sikazwelonke ngekwenzayo nangensebenzo, kanye nakuzishayamthetho zezifundazwe ngekwenzayo kuzifundazwe.

I-PSC isekelwa yiHhovisi leKhomishani Yemisebenzi Kahulumeni (i-OPSC), likanye ehhovisi likazwelonke elisePitoli kanye namahhovisi ezifunda kusifundazwe ngasinye. I-OPSC iholwa nguMqondisi-Jikelele, ophinde asebenze njengeSikhulu Engumgcini-Ma-akhawunti. Amalungu abasebenzi be-OPSC baqokwa ngokoMthetho Wemisebenzi Kahulumeni wonyaka we-1994.

Inhlosombono

Ngukumela ukuphathwa kahle kweMisebenzi kahulumeni ekulawuleni kwentando yeningi eNingizimu Afrika.

INTshisekelo

Ukukhuthaza amagugu nemigomo egcinwe kumthethosisekelo yentando yeningi kuyo yonke imiSebenzi Kahulumeni-

- ngukuphenya, ukuqapha, ukuhlola ukuhleleka nokuphathwa kwezinqubo zabasebenzi;
- ngukuphakamisa izinyathelo zokuqinisekisa ukusebenza ngempumelelo nakangcono;
- ngukunika imiyalo eemayelana nezinkambiso zabasebenzi eziqondene nokubuthwa kwabasebenzi, ukudluliswa, ukukhula kanye nokuxoshwa;
- ngukweluleka ngezinqubo zabasebenzi; kanye

- nokubika ngekwenzayo.

2. YINI ESIYENZAYO?

I-PSC ithola ukugunyazwa kwayo kuSahluko se-195 nese-196 soMthethosisekelo wonyaka we-1996. ISahluko se-195 sibeka amagugu nemigomo yokulawula ukuphathwa komphakathi, okufanele kuqhutshekiselwe phambili yi-PSC. La magugu nemigomo yilawa alandelayo:

- a. amazinga amakhulu enkambiso yolwazi enhle;
- b. ukusetshenziswa kwemithombo okuyimpumelelo nokungcono futhi okungabizi;
- c. intuthuko egxile ekuphatheni umphakathi;
- d. ukuhlizeka izinsizo ngokungakhethi, ukungenzeleli nangendlela yokulingana, ngaphandle kokuthatha amacala;
- e. ukuphendula kuzidingo zabantu kanye nokugquguzela ukubamba iqhaza komphakathi ekwenziweni kwenqubomgomo;
- f. ukuphatha umphakathi ngobuqotho;
- g. ukuphoqelela ubusobala;
- h. ukugxilisa ukuphatha okuhle kwabasebenzi kanye nezinqubo zokuthuthukisa imisebenzi
; kanye
- i. ukuphatha ngokumela umphakathi ngezinqubo zokusebenza kanye nezokuphathwa kwabasebenzi okusekelwe ekukhoneni, ubuqotho, ukungenzeleli kanye nesidingo sokulungisa ukungalingani kwangaphambilini.

NgokweSahluko se-196 soMthethosisekelo wonyaka we-1996, imisebenzi namandla e-PSC yilawa alandelayo:

- a. ukuqhubekisela phambili amagugu nemigomo, njengoba ibekiwe kuSahluko se-196, kuyo yonke imisebenzi Kahulumeni;
- b. ngukuphenya, ukuqapha, iphinde ihlole ukuhleleka nokuphathwa kwezinqubo zabasebenzi kuMisebenzi Kahulumeni;
- c. ukuphakamisa izinyathelo zokuqinisekisa ukusebenza ngempumelelo nakangcono ngaphakathi kumisebenzi Kahulumeni;
- d. ukunika imiyalo ehlose ukuqinisekisa ukuthi izinkambiso zabasebenzi ezimayelana nokubuthwa, ukudluliswa, ukukhula, ukuxoshwa zihambisana namagugu nemigomo ebekwe kuSahluko se-195;
- e. ukubika ngemisebenzi yayo kanye nebenzenzo emisebenzini yayo, kumbandakanya nanoma yikuphi okutholakele engakwenza nemiyalo kanye nokweluleka engakunikeza, kanye nokuhlinzeka ngokuhlola ukuthi ingabe izinga amagugu nemigomo njengoba kubekwe kusahluko se-194 kulandelwa kangakanani;

- f. ngokuthanda kwayo, noma ekutholeni nanoma ngabe isiphi isikhalazo-
 - i. iphenye futhi ihlole ukusetshenziswa kwezinqubo zezabasebenzi nokuphathwa komphakathi futhi ibike kusiphathimandla esikhulu esifanele nesishayamthetho esifanele.
 - ii. iphenye izikhalazo zabasebenzi eMisebenzini Kahulumeni mayelana nokwenza okusemthethweni noma ukungenzi futhi iphakamise izixazululo ezifanele;
 - iii. ihlole futhi iphenye ukulandelwa kwezinkambiso ezisetshenziswayo emiSebenzini KaHulumeni; futhi
 - iv. yeluleke izinhlaka zombuso kuzwelonke nakuzifundazwe mayelana nezinqubo zezabasenzi kuMisebenzi Kahulumeni, kumbandakanya lezo ezimayelana nokubuthwa, ukuqokwa, ukudluliswa, ukuxoshwa kanye nezinye izinto zemisebenzi yabasebenzi kumiSebenzi Kahulumeni; kanye
- g. Ukusebenzisa amandla angeziwe noma ukwenza imisebenzi engeziwe emiswe ngoMthetho Wephalamende.

Umsebenzi we-PSC wakhelwe ukubhekana nezinkundla zokusebenza ezibalulekile eziyisithupha ezilandelayo:

- Ukuthuthukiswa kobudlelwane babasebenzi;
- Ubuholi kanye nokubukezwa kwezabasebenzi;
- Ukuqhapha kukahulumeni;
- Ukwethulwa kwezinsizo kanye nokulandela ukuhlola;
- Uphenyo ekuphathweni komphakathi; kanye
- Nenkambo enhle yolwazi.

3. NGUBANI OPHETHE?

UMmeli uRichard Sizani unguSihlalo we-PSC. USihlalo uyiSiphathimandla Esikhulu sehhovisi ngokoMthetho Wemisebenzi Kahulumeni. Ukwedlula, iKhomishane yakhiwe oKhomishani abahlanu (5) eHhovisi Likazwelonke futhi ihhovisi lesiFundazwe ngalinye liphethwe uKhomishani otholakala esifundazweni.

u-Dkt Dovhani Mamphiswana waqokwa njengebamba loMqondisi-Jikelele kusukela ngomhlaka 1 June 2016.

4. AMAZINGA ETHU, SIWAFEZE KANJANI KANYE NEMIPHUMELA EPHUNYELELISIWE

I-PSC yamukele uHlelo Lokwenza Ngcono Ukwethulwa Kwezinsizo (i-SDIP) yonyakazimali we-2016/17 ukuyofika kunyakazimali we-2018/19. Lolu Hlelo lisebenza umsebenzi wokwazisa abanothi mayelana namazinga okwethulwa kweziinsizo e-PSC. Ikopi ye-SDIP

iyatholakala ku-website ye-PSC ethi (www.psc.gov.za). Ithebula elingezansi likhomba amazinga okwethulwa kwezinsizo e-PSC nemibiko yokuqhubekayo osekwenzekile ekusetshenzisweni kwalawa mazinga.

Ithebula loku-1: Izinsizo ezibalulekile ezihlinzekwayo kanye namazinga

Izinsizo Ezibalulekile	Abazuzayo	Amazinga Ezinsiizo amanje/okuyiwo na wona.	Izinga Elifunwayo Losizo	Ukuphuyeleliswa Okuyikona Kona
Izikhalo nezikhhalazo	<ul style="list-style-type: none"> • Abasebenzi bakahulumeni • Uhulumeni lminyango 	Izikhhalazo ezi-872 ezikudathabhesi okungukuthi ezi-781 (ama-90%) zaphethwa (maqondana nonyakazimali we-2015/2016)	<p>Ama-80% ezikhalo zabasebenzi ezisezingeni lemiholo 2 – 12 elaphethwa zingakapheli zinsuku ezi-30 zokusebenza kusukela lokutholwa kwayo yonke imibhalo efanele</p> <p>Ama-80% ezikhalo amalungu aBaphathi Abakhulu Bomsebenzi aziphetha kungakapheli zinsuku ezingama-45 zezinsuku zokusebenza kusukela ngosuku lokutholwa kwayo yonke imibhalo efanele</p>	Kuzikhalo ezingama-709 ezibhaliswe kudathabhesi ye-PSC, ama-615 ama-(87%) apheleliwe. Amacala ama-615 apheleliwe, kwabe kunamacal ama-560 esigaba sesi-2-12, ama-456 (ama-81%) apheleliwe kungakapheli izinsuku ezingama-30 zokutholakala kolwazi olufanele ama-55 kwama-615 apheleliwe amacala lapho amalungu oSizo Lwezikhulu Eziphethwe, ama-51 (ama-93%) apheleliwe zingakapheli izinsuku ezingama-45 zokusebenza zokutholwa kolwazi olufanele
Uphenyo lwenziwe ngokufaneleka kwalo noma ekutholakaleni kwanoma iziphi izikhhalazo ezifakiwe kanye nangezicelo ezenziwe	<p>Izishayamthetho Zikazwelonke nezezifundazwe</p> <ul style="list-style-type: none"> • Abasebenzi bakahulumeni • Uhulumeni lminyango <p>Izikhhalazo zomphakathi</p>	ezingama-510 kudathabhesi okungukuthi ama-371 (ama-73%) azo apheleliwe (maqondana nonyakazimali we-2015/2016)	<p>Ama-80% emibiko yesikhashana ngezikhhalazo apheleliwe kungakapheli izinyanga ezi-3 kusukela ngozuku lokutholwa kwayo yonke imibhalo efanele</p> <p>ama-80% emibiko ngezikhhalazo apheleliwe kungakapheli izinsuku ezi-45 kusukela ngosuku lokutholwa kwayo yonke imibhalo efanele</p>	ama-360 ezikhhalazo ezabe zikudathabhesi, okungukuthi ama-303 (ama-84%) apheleliwe. Kulezi zikhhalazo ama-61 apheleliwe (ama-20%) apheleliwe ngokwenza uphenyo, okungukuthi ama-49 (ama-80%) Amacala ayi-148 (ama-49%) aqedwa zingakapheli izinsuku ezingama-30 zokutholwa kwayo yonke imibhalo efanele Amacala ayi-148 (ama-49%) abikwa ngonyakazimali we-2016/17 aqedwa/avalwa njengamacala axazululwe kusenesikhathi, okungukuthi ayi-126 (ama-85%) aqedwa zingakapheli izinsuku ezingama-45 zokutholwa kwayo yonke imibhalo efanele.

Ithebuli lesi-2: Amalungiselelo e-Batho Pele nabazuzayo

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphuyeleliswa Okuyikona Kona
Izikhalo nezikhhalazo eziphenyiwe	Ukuxhumana		
	Ukuxhumana nabangeneme ngesikhathi sophenyo	Ukuxhumana nabangeneme ngesikhathi sophenyo	Bonke abasebenzi abangeneme kwaxhunanwa nabo njengxenye yenqubo yophetho.
	Ukuxhumana neminyango efanele ngesikhathi sophenyo	Ukuxhumana neminyango efanele ngesikhathi sophenyo	Yonke iminyango kwaxhunanwa nayo ngesikhathi sophenyo lwezikhhalazo
	Inqubo yokulamula ingalandelwa ukuze kuxazululwe izikhhalazo	Inqubo yokulamula ingalandelwa ukuze kuxazululwe izikhhalazo	Inqubo yokulamula yalandelwa emacaleni amabili (2), okuholele ezivumelwaneni zokulungiselelana okuphakathi kwezingxenye.
	Inqubo yokulamula zifanele ziphothulwe kungakapheli izinsuku ezingama-30 zokwaziswa	Inqubo yokulamula zifanele ziphothulwe kungakapheli izinsuku ezingama-30 zokwaziswa	Inqubo yokulamula yalandelwa emacaleni amabili (2) aphothulwa kungakapheli izinsuku ezingama-30 zokwaziswa kwezingxenye.
	Ngesikhathi sokuphethwa kophenyo, i-PSC, lapho kunesidingo khona ungenza ukuba umbiko wesikhashana utholwe izingxenye ezithintekayo ukuze ziphawulwe	Ngesikhathi sokuphethwa kophenyo, i-PSC, lapho kunesidingo khona ungenza ukuba umbiko wesikhashana utholwe izingxenye ezithintekayo ukuze ziphawulwe	Njengoba kungabanga khona uphenyo, ayikho imibiko yesikhashana eyenziwe ngesikhathi esibukezwayo.
	Ukunakelela		
	Ukwamukela isikhhalazo kungakapheli amahora angama-48 okutholwa kwaso	Ukwamukela isikhhalazo kungakapheli amahora angama-48 okutholwa kwaso	Zonke izikhhalazo zamukelwa kungakapheli amahora angama-48 okutholwa kwaso iGatsha Elikhulu
	Impendulo yocingo ngezinga losizo olutholiwe	Impendulo yocingo ngezinga losizo olutholiwe	Impendulo yocingo ngezinga losizo itholiwe kumacala ...
	Ukusiza umsebenzi ongeneme ukugcwalisa iFomu Lesikhhalazo	Ukusiza umsebenzi ongeneme ukugcwalisa iFomu Lesikhhalazo	Abasebenzi abangeneme basizwa ukugcwalisa iFomu Lesikhhalazo lapho kucelwa khona
	Thola usizo lomhumushi uma kunesidingo	Thola usizo lomhumushi uma kunesidingo	Abaphenyi abaqonda kahle ulimi olusetshenziswe kakhulu yilabo abangeneme banikezwa umsebenzi wokusiza abanye abahumushi emihlanganweni nakuzinhlokhono. Asibanga khona isidingo sokusebenzisa umhumushi wangaphandle.
	Ukufinyeleleka		
	IMithetho Yezikhhalazo yafakwa kuwebhusayithi ye-PSC	IMithetho Yezikhhalazo yafakwa kuwebhusayithi ye-PSC	IMithetho Yezikhhalazo yafakwa kuwebhusayithi ye-PSC ngo-Okthoba 2016
	IMithetho Yezikhhalazo yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa	IMithetho Yezikhhalazo yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa	IMithetho Yezikhhalazo yadluliselwa ku-DG/kuma-HOD ngokusebenzisa imemorandamu futhi iMithetho Yezikhhalazo yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa
	Abasebenzi abangeneme	Abasebenzi abangeneme bangafaka	Abasebenzi abangeneme bafaka izikhhalazo zabo besebenzisa

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphuyeleliswa Okuyikona Kona
	bangafaka izikhalazo zabo ngokusebenzisa iposi, i-imeyili, ifeksi, ukulethwa noma ukuzihambisela	izikhalazo zabo ngokusebenzisa iposi, i-imeyili, ifeksi, ukulethwa noma ukuzihambisela	iposi, i-imeyili, ifeksi, ukulethwa noma ukuzihambisela
	Isikhalazo singafakwa eHhovisi Likazwelonke noma kunoma iliphi iHhovisi Lesifundazwe	Isikhalazo singafakwa eHhovisi Likazwelonke noma kunoma iliphi iHhovisi Lesifundazwe	Izikhalazo ezingama-709 ezafakwa eHhovisi Likazwelonke noma emaHhovisi Ezifundazwe e-PSC.
Ulwazi			
	Isisebenzi esingeneme kanye ne-EA banikeza imininingwane yokuxhumana nomphenyi	Isisebenzi esingeneme kanye ne-EA banikeza imininingwane yokuxhumana nomphenyi	Izisebenzi ezingeneme kanye ne-EA banikezwa imininingwane yokuxhumana nomphenyi
	Isisebenzi esingeneme kanye no-EA ofanele baziswa ngomphumela wesikhalo zingakapheli izinsuku ezingama-30 ngemuva kokuthola lonke ulwazi	Isisebenzi esingeneme kanye no-EA ofanele baziswa ngomphumela wesikhalo zingakapheli izinsuku ezingama-30 ngemuva kokuthola lonke ulwazi	Izisebenzi ezingeneme kanye no-EA ofanele baziswa ngomphumela wesikhalo zingakapheli izinsuku ezingama-30 ngemuva kokuthola lonke ulwazi
	Shicilela ukuxoxisana ekupathweni kwesikhalo	Shicilela ukuxoxisana ekupathweni kwesikhalo	Kushicilelwe ukuxhumana ekupathweni kwezikhalazo kusetshenziswa iwebhusayithi ye-PSC ngoSeptemba 2016.
Ukuvuleleka nobusobala			
	Ukwazisa umnyangop ofanele ngesikhalazo	Ukwazisa umnyangop ofanele ngesikhalazo	Yonke iminyango yaziswa ngezikhalazo ezitholakele
	Ukwazisa umsebenzi ongeneme ngenkambiso yezikhalazo kanye nezikhathi ezibekiwe zezikhalazo.	Ukwazisa umsebenzi ongeneme ngenkambiso yezikhalazo kanye nezikhathi ezibekiwe zezikhalazo.	Abasebenzi abangeneme baziswa ngenkambiso yezikhalazo kanye nezikhathi ezibekiwe zezikhalazo.
	Ukwazisa umsebenzi ongeneme ngesimo sophenyo njalo.	Ukwazisa umsebenzi ongeneme ngesimo sophenyo njalo.	Abasebenzi abangeneme baziswa ngesimo sophenyo njalo.
	Ukuxhumana okubhalwe phansi ngomphumela wophenyo nomsebenzi ongeneme kanye ne-EA	Ukuxhumana okubhalwe phansi ngomphumela wophenyo nomsebenzi ongeneme kanye ne-EA	Umphumela wophenyo wadluliswa ngokubhalwe phansi udluliselwa kumsebenzi ongeneme kanye ne-EA
	Umsebenzi ongeneme noma i-EA nyaziswa ngokuphenya okuhlelekile okwenziwayo	Umsebenzi ongeneme noma i-EA nyaziswa ngokuphenya okuhlelekile okwenziwayo	alukho uphenyo oluhlelekile olwenziwe
Ukulungiselelwa			
	Uma isikhalo singaxazululiwe esikhathini esinqunyiwe esibekiwe, isisebenzi esingeneme	Uma isikhalo singaxazululiwe esikhathini esinqunyiwe esibekiwe, isisebenzi esingeneme kanye ne-EA efanele	Akukho ukuxhumana akuqondiswe ezisebenzini ezingeneme kanye nakuma-EA mayelana nokubambezeleka kokuphethwa kwezikhalo

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphuyelelisa Okuyikona Kona
	kanye ne-EA efanele bayolulekwa futhi banikwe izizathu zokusilela.	bayolulekwa futhi banikwe izizathu zokusilela.	
	Ukulandelela ukusetshenziswa kwezincomo	Ukulandelela ukusetshenziswa kwezincomo	Ukulandelela ukusetshenziswa kwezincomo kwenziwa njalo ngekota
	Uma kunokunganeliseki ngokuphathwa kwesikhalazo, abantu abathintekayo bangafaka iFomu Lokukhalaza Ngosizo Lwezikhalo	Uma kunokunganeliseki ngokuphathwa kwesikhalazo, abantu abathintekayo bangafaka iFomu Lokukhalaza Ngosizo Lwezikhalo	Alikho iFomu Lokukhalaza Ngosizo Lwezikhalo elitholiwe
	Ukubaluleka kwemali		
	Amaqoqo Amaphaneli akhiwa ukuze axoxisane ngezikhhalazo	Amaqoqo Amaphaneli akhiwa ukuze axoxisane ngezikhhalazo	Kuzikhalo ezingama-709 ezibhaliswe kudathabhesi ye-PSC, ama-615 ama-(87%) aphethiwe ngokuxhumana neminyango kanye nabasebenzi abangeneme, kfuthi kulandelwa ukucubungula kwamaPhaneli
	Umhlangano wephaneli ubanjwe kuphela ngenkathi kunamacala angephezulu kwayi-10 okufanele kuxoxiswane ngawo	Umhlangano wephaneli ubanjwe kuphela ngenkathi kunamacala angephezulu kwayi-10 okufanele kuxoxiswane ngawo	Ukuthuthukisa izikhathi sokusetshenzwa kwezikhalo, imihlangano yePhaneli yabanjwa njalo ngenyanga futhi nanoma isidingo sivela. Kodwa-ke, i-PSC yasebenzisa izikhungo zokubamba izinkomfa ngezincingo ukonga imali
	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe uma kuba nesidingo.
	Isikhathi:		
	Izikhhalazo zabasebenzi abasezingeni lesi-2 – 12 ziphothulwe zingakapheli izinsuku ezingama-35 kusukela ekutholweni kwayo yonke imibhalo efanele.	Izikhhalazo zabasebenzi abasezingeni lesi-2 – 12 ziphothulwe zingakapheli izinsuku ezingama-35 kusukela ekutholweni kwayo yonke imibhalo efanele.	Kuzikhalo ezingama-709 ezibhaliswe kudathabhesi ye-PSC, ama-615 ama-(87%) aphethiwe. Emacaleni angama-615, kwabe kunamacala ama-560 esigaba sesi-2-12, ama-456 (ama-81%) aphuthulwe kungakapheli izinsuku ezingama-30 zokutholakala kwayo yonke imibhalo efanele
	Izikhhalo zamalungu of the oSizo Labaphathi Abakhulu ziphothulwe zingakapheli izinsuku ezingama-45 kusukela ekutholweni kwayo yonke imibhalo efanele.	Izikhhalo zamalungu of the oSizo Labaphathi Abakhulu ziphothulwe zingakapheli izinsuku ezingama-45 kusukela ekutholweni kwayo yonke imibhalo efanele.	Amacala ama-55 emacaleni angama-615 amalungu oSizo Lwezikhulu Eziphethwe, ama-51 (ama-93%) aphethwe zingakapheli izinsuku ezingama-45 zokusebenza ekutholakaleni kwayo yonke imibhalo efanele
	Ukuxhumana		
Uphenyo olwenziwa ngokufaneleka kwalo noma ekutholakaleni nanoma ngabe isiphi isikhhalazo esifakiwe noma ngesicelo	Ukuxhumana nafabakizikhhalzo ngesikhathi sopenyo	Ukuxhumana nafabakizikhhalzo ngesikhathi sopenyo	Abaphenyi baxhumana nafabakizikhhalzo ngesikhathi sopenyo, lapho kunesidingo, isib. lapho kwakudingeka ulwazi olwengeziwe.
	Ukuxhumana neminyango efanele ngesikhathi sopenyo	Ukuxhumana neminyango efanele ngesikhathi sopenyo	Abaphenyi kanye/noma oKhomishane baxhuma nayo yonke iminyango efanele ngesikhathi sopenyo.
	Umbiko wesikhashana esiwe ku-EA/HoD ukuze kubekwe imibono	Umbiko wesikhashana esiwe ku-EA/HoD ukuze kubekwe imibono	Imibiko engama-53 yesikhashana yopenyo esiwe kuma-EA/kuma-HoD ukuze kubekwe imibono.

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphunyiseliswa Okuyikona Kona
	U-EA/u-HoD wanikwa ithuba lokubeka umbono kungakapheli izinsuku ezingama-30 kusukela ngosuku lokutholwa kombiko wesikhashana	U-EA/u-HoD wanikwa ithuba lokubeka umbono kungakapheli izinsuku ezingama-30 kusukela ngosuku lokutholwa kombiko wesikhashana	Onke ama-EA/ama-HoD anikwa ithuba lokubeka umbono kungakapheli izinsuku ezingama-30 kusukela ngosuku lokutholwa kombiko wesikhashana Kwezinye izimo, izimpendulo azitholakalanga ezivela kuma-EA kanye/noma kuZinhloko Zomnyango kungakapheli isikhathi esibekiwe.
	Ukufinyeleleka		
	IMithetho Yezikhalazo yafakwa kuwebhusayithi ye-PSC	IMithetho Yezikhalazo yafakwa kuwebhusayithi ye-PSC	IMithetho Yezikhalazo yafakwa kagazethi ngo-Januwari 2017, futhi yafakwa kuwebhusayithi ye-PSC ngo-Febhuwari 2017 futhi yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa.
	IMithetho Yezikhalazo yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa	IMithetho Yezikhalazo yadluliselwa kulabo okusetshenziswana nabo ngenkathi icelwa	Mayelana nendlela yokwamukelwa, izikhalazo zamukelwa kusetshenziswa iposi, i-imeyili, usizo lwemiyalezo emifushane (i-sms), ifeksi, noma ngomuntu uqobo futhi zafakwa nganoma yiluphi ulimi olusemthethweni.
	Izikhalazo zingafakwa ngokusebenzisa iposi, i-imeyili, usizo lwemiyalezo emifushane (i-sms), ifeksi, noma ngomuntu uqobo	Izikhalazo zingafakwa ngokusebenzisa iposi, i-imeyili, usizo lwemiyalezo emifushane (i-sms), ifeksi, noma ngomuntu uqobo	Isamba sezikhalazo ezingama-360 ezatholakala, ezingama-151 zazimaqondana neHhovisi Likazwelonke kanti futhi ama-209 maqondana namaHhovisi Ezifundazwe.
	Isikhalazo singafakwa kunoma iluphi iHhovisi Likazwelonke noma Lesifundazwe	Isikhalazo singafakwa kunoma iluphi iHhovisi Likazwelonke noma Lesifundazwe	
	Isikhalazo singafakwa nganoma iluphi ulimi olusemthethweni	Isikhalazo singafakwa nganoma iluphi ulimi olusemthethweni	
	Ukunakelela		
	Ukwamukela isikhalazo isikhalazo kungakapheli amahora angama-48 kusukela ngosuku lokutholwa isiKhulu Esingumpheni.	Ukwamukela isikhalazo isikhalazo kungakapheli amahora angama-48 kusukela ngosuku lokutholwa isiKhulu Esingumpheni.	IsiKhulu Esingumpheni samukela zonke izikhalazo kungakapheli amahora angama-48 kusukela ngosuku lokuzithola.
	Impendulo yocingo ngezinga losizo olutholiwe.	Impendulo yocingo ngezinga losizo olutholiwe.	IMithetho Yezikhalazo yafakwa kuGazethi mhla zi-20 Januwari 2017. Ngenxa yesikhathi salo mbiko kusukela ngosuku le Mithetho iqala ukusebenza, uzobika maduzane ngokufeziwe ngempela.
	Kuzokwaziswa umfakisikhalazo ngokumbhalela kungakedluli ezinsuku ezingama-30 ngemuva kokwamukelwa kwesikhalazo ukuthi i-PSC izophenya noma ingeke iphenye ngesikhalazo. Ukusiza umfakisikhalazo zokuphuthula uhlelo lokufaka izikhalo	Kuzokwaziswa umfakisikhalazo ngokumbhalela kungakedluli ezinsuku ezingama-30 ngemuva kokwamukelwa kwesikhalazo ukuthi i-PSC izophenya noma ingeke iphenye ngesikhalazo. Ukusiza umfakisikhalazo zokuphuthula uhlelo lokufaka izikhalo	
	Ukuvuleleka nobusobala		
	Ukwazisa umuntu okukhalazwa	Ukwazisa umuntu okukhalazwa yena.	IMithetho Yezikhalazo yafakwa kuGazethi mhla zi-20 Januwari

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphuyelelisa Okuyikona Kona
	ngaye.		2017. Ngenxa yokuthi isikhathi salo mbiko kusukela osukwini iMithetho iqala ukusebenza sisondele ukuba kunikezwe umbiko ngokufeziwe ngempela. Noma kunjalo, bonke abantu abathintekile futhi bathintekayo kwisikhathazo baziswa ngesikhathazo futhi ukuthi, abafakizikhathazo baziswa ngendlela elandelwayo yezikhathazo kanye nezikhathi ezibekiwe. Okokugcina, ama-EA/nama-HoD anikezwe imibiko yokugcina equkethe okutholakele, izeluleko, izincomo kanye/noma iziqondiso.
	Kungasizwa umfaksikhathazo ngenkambiso nezikhathi ezibekiwe zezikhathazo.	Kungasizwa umfaksikhathazo ngenkambiso nezikhathi ezibekiwe zezikhathazo.	
	Kungaziswa umfakaisikhathazo ngesimo sophenyo njalo.	Kungaziswa umfakaisikhathazo ngesimo sophenyo njalo.	
	U-EA/u-HoD unikwe umbiko wokugcina	U-EA/u-HoD unikwe umbiko wokugcina	
	Ulwazi		
	Uma umfakizikhathazo ofaka isikhathazo ngqo kwi-PSC engamukelwa yi-PSC, umfakaisikhathazo ufanele aziswe kungakapheli izinsuku ezingama-21 zesinqumo.	Uma umfakizikhathazo ofaka isikhathazo ngqo kwi-PSC engamukelwa yi-PSC, umfakaisikhathazo ufanele aziswe kungakapheli izinsuku ezingama-21 zesinqumo.	Imithetho Yezikhathazo yafakwa kuGazethi mhla zi-20 Januwari 2017. Ngenxa yokuthi isikhathi salo mbiko kusukela osukwini iMithetho iqala ukusebenza sisondele ukuba kunikezwe umbiko ngokufeziwe ngempela
	Uma isikhathazo sesivele sadluliselwa kwesinye isikhungoo, umfakaisikhathazo uzokwaziswa kungakapheli izinsuku ezingama-21 kusukela ngosuku lokuthola isikhathazo sokuthi i-PSC ingeke isiphene.	Uma isikhathazo sesivele sadluliselwa kwesinye isikhungoo, umfakaisikhathazo uzokwaziswa kungakapheli izinsuku ezingama-21 kusukela ngosuku lokuthola isikhathazo sokuthi i-PSC ingeke isiphene.	
	Abafakizikhathazo bazisiwe ngomphumela wezikhathazo ezisetshenziwe maqondana nesixazululo samacala kungakapheli izinsuku eziyi-10 kusukela ngosuku lapho icala livalwa/liphethwa.	Abafakizikhathazo bazisiwe ngomphumela wezikhathazo ezisetshenziwe maqondana nesixazululo samacala kungakapheli izinsuku eziyi-10 kusukela ngosuku lapho icala livalwa/liphethwa.	
	Kungaziswa umfakaisikhathazo ngomphumela wophenyo lapho kungachumeka naye.	Kungaziswa umfakaisikhathazo ngomphumela wophenyo lapho kungachumeka naye.	Kungaziswa abafakaisikhathazo ngomphumela wophenyo lapho kungaxhunywana nabo.
	Ukulungiselelwa		
	Uma isikhathazo singaxazulwanga esikhathini esinqunyiwe esibekiwe, abathintekayo bazokwaziswa izizathu zokubambeleleka.	Uma isikhathazo singaxazulwanga esikhathini esinqunyiwe esibekiwe, abathintekayo bazokwaziswa izizathu zokubambeleleka.	Imithetho Yezikhathazo yafakwa kuGazethi mhla zi-20 Januwari 2017. Ngenxa yokuthi isikhathi salo mbiko kusukela osukwini iMithetho iqala ukusebenza sisondele ukuba kunikezwe umbiko ngokufeziwe ngempela. Noma kunjalo, i-PSC yalandelela ukusetshenziswa kwezinqomo kanye nokukhishwa kwemiyalo mayelana nayo yonke imibiko ekhishiwe yokugcina. Umphumela omuhle ngokuthi akukho ukunganeliseki okusiwe kuMqondisi-
	Ukulandelela ukusetshenziswa kwezinqomo kanye nokukhishwa	Ukulandelela ukusetshenziswa kwezinqomo kanye nokukhishwa kwemiyalo.	

Izinsizo Ezibalulekile	Amalungiselelo Amanje/Okuyiwona Wona	Amalungiselelo Adingekayo	Ukuphuyeleliswa Okuyikona Kona
	kwemiyalo.		Jikelele.
	Uma kunokunganeliseki ngokuziphatha kwesiKhulu Esiphenyayo, abantu abathintekayo bangafaka isikhalazo kuMqondisi-Jikelele	Uma kunokunganeliseki ngokuziphatha kwesiKhulu Esiphenyayo, abantu abathintekayo bangafaka isikhalazo kuMqondisi-Jikelele	
	Ukubaluleka kwemali		
	Amaphaneli Amaqoqo akhiwe ukuze axoxisane ngezikhhalazo.	Amaphaneli Amaqoqo akhiwe ukuze axoxisane ngezikhhalazo	Amaphaneli Amaqoqo (Amaphaneli Ezikhalo Nokukhalaza) ahalangene izikhathi eziyi-12 ukuxoxisana ngezikhhalazo.
	Umhlangano wephaneli ubanjwe kuphela ngenkathi kunamacala angephezulu kwayi-10 okufanele kuxoxiswane ngawo.	Umhlangano wephaneli ubanjwe kuphela ngenkathi kunamacala angephezulu kwayi-10 okufanele kuxoxiswane ngawo.	Imihlangano yepaneli iphinde yabanjwa futhi ukuze kuphethwe inani elincane lamacala ukuze ukuze kuqinisekwe ukuphethwa kwezikhalo kungapheli izinyanga ezi- 3 zokuthola yonke imibhalo efanele.
	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe.	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe	Izikhungo zokubamba izinkomfa ngezincingo zisetshenziwe uma kuba nesidingo.
	Isikhathi:		
	Izikhhalazo ezaphethwa zingakapheli izinyanga ezi-3 kusukela ekutholweni kwayo yonke imibhalo efanele.	Izikhhalazo ezaphethwa zingakapheli izinyanga ezi-3 kusukela ekutholweni kwayo yonke imibhalo efanele.	Kuzikhhalazo ezi-360 ezafakwa, ama-303 (ama-84%) ezikhhalazo ezaphethwa. Kulezi zikhhalazo ezaphethwa – ama-61 (ama-20%) aqedwa/avalwa kusetshenziswa, okungukuthi ama-49 (ama-80%) aqedwa zingakapheli izinyanga ezi-3 kusukela ekutholweni kwayo yonke imibhalo efanele.
	Ukuxazululwa kusenesikhathi kwenziwa kwaqedwa zingakapheli izinsuku ezingama-45 kusukela ekutholweni kwayo yonke imibhalo efanele.	Ukuxazululwa kusenesikhathi kwenziwa kwaqedwa zingakapheli izinsuku ezingama-45 kusukela ekutholweni kwayo yonke imibhalo efanele.	Amacala ayi-148 (ama-49%) abikwa ngonyakazimali we-2016/17 aqedwa/avalwa njengamacala axazululwe kusenesikhathi, okungukuthi ayi-126 (ama-85%) aqedwa zingakapheli izinsuku ezingama-45 kusukela ekutholweni kwayo yonke imibhalo efanele.

Ithebuli lesi-3: Ithuluzi lolwazi lokwethula kwensizo

Ithuluzi Lamanje/Okuyilona Lona	Ithuluzi Lolwazi Elidingekayo	Ukuphuyeleliswa Okuyikona Kona
Ukuze kuqiniseke ukufinyeleleka okukhulu, imibiko ye-PSC isatshalaliselwa kulabo	Ukuze kuqiniseke ukufinyeleleka okukhulu, imibiko ye-PSC isatshalaliselwa kulabo	Yonke imibiko ye-PSC isatshalaliswe ngokuhambelana nesu lokusabalalisa futhi yonke imibiko eshicilelwe yafakwa kuwebhusayithi ye-

Ithuluzi Lamanje/Okuyilona Lona	Ithuluzi Lolwazi Elidingekayo	Ukuphuyeleliswa Okuyikona Kona
okusetshenziswa nabo.	okusetshenziswa nabo.	PSC ethi: www.psc.gov.za ukuze ifinyeleleke kalula.
Amakopi amaphepha emibiko asatshalaliselwa kulabo okusetshenziswa nabo abathintekile futhi kwezinye izimo, imibiko isatshalaliswa ngendlela kagesi.	Amakopi amaphepha emibiko asatshalaliselwa kulabo okusetshenziswa nabo abathintekile futhi kwezinye izimo, imibiko isatshalaliswa ngendlela kagesi.	Amakopi amaphepha emibiko asatshalaliselwa kulabo okusetshenziswa nabo abathintekile futhi imibiko ekhethekile ye-PSC yashicilelwa kuwebhusayithi ye-PSC

Ithebuli lesi-4: Indlela yokukhalaza

Indlela Yokukhalaza Yamanje/Okuyiyona Yona	Indlela Yokukhalaza Edingekayo	Ukuphuyeleliswa Okuyikona Kona
Zonke izikhalazo ziyarekhodwa futhi ziphendulwe kungakapheli zikhathi ezinikezwe zona Izikhalazo zomphakathi zidluliselwa kuMvikeli Womphakathi	Zonke izikhalazo ziyarekhodwa futhi ziphendulwe kungakapheli zikhathi ezinikezwe zona Izikhalazo zomphakathi zidluliselwa kuMvikeli Womphakathi	Zonke izikhalazo ezisetshenziwe ngesikhathi sokubika ezafakwa zarekhodwa kudathabhese yokwenzekayo ngamacala futhi zaphendulwe kungakapheli izikhathi ezinikezwe zona. Uphenyo lenziwa futhi laqedwa zingakapheli izinyanga ezi-3 kusukela ekuthokulweni kwayo yonke imibhalo efanele. Ukuxazululwa kusenesikhathi kwenziwa kwaqedwa zingakapheli izinsuku ezingama-45 kusukela ekuthokulweni kwayo yonke imibhalo efanele. Izikhalazo ezivela emphakathini zadluliselwa kuMvikeli Womphakathi ngokuhambelana ne-MoU ephakathi kwe-OPSC noMvikeleli Womphakathi.

5. SIHLOSE KANJANI UKWENZA IZINSIZO ZETHU NGCONO

NgokweZimiso Zomgcinisikhwama, uMgcini Ma-akhawunti wesikhungo esidingeka ukuba silungise uhlelo lwamasu abalulekile ewalungiselela uHlaka Lezindleko Zesikhathi Esimaphakathi esizayo kanye noHlelo Lonyaka Lokusebenza. UHlelo Lwamasu le-PSC loNyaka Wezezimali we-2015/16 - 2019/29 lukhombisa imiphumela ebalulekile evela kuzinhloso kanye nezintshisekelo i-PSC elelwa ukuziphumelelisa ngesiKhathi Esimaphakathi Sohlelo Olubalulekile. UHlelo Lonyaka Lokusebenza lwe-PSC lonyakazimali we-2017/18 lwenziwa futhi luhlinzeka ngokhiwa phezulu kwesabelozimali se-PSC, nokubekisela koHlaka Lezindleko Zesikhathi Esimaphakathi kanye nezinhloso ezibalulekile ze-PSC.

Amakopi e-SDIP, Uhlelo Olubalulekile kanye Nohlelo Lonyaka Lokusebenza kuyatholakala uma kucelwa kuMqondisi: iZinsizo Zokuxhumana Nezolwazi, uMnu Humphrey Ramafoko. Imininingwane yakhe yokuxhumana ilena: ucingo: (012) 352 1196, i-imeyili: humphreyr@opsc.gov.za. Imibhalo iyatholakal futhi ku-website ye-PSC ethi: www.psc.gov.za.

6. INHLANGANO NOKUBUTHWA KWABASEBENZI

Uhlaka lenhlangano lunezikhala zemisebenzi eziyi-285 kuzikhungo ezamukelwe, kubandakanya noKhomishane abayi-14. IThebula lesi-5 ngezansi likhombisa isamba senani eliphelele lezikhala zemisebenzi ezivaliwe kukela mhla zi-31 Mashi 2017, kuye ngokwezindawo.

IThebula lesi-5: Ukuhlakazwa kwabasebenzi kuye ngokwendawo

Indawo	Inani Labasebenzi
IHhovisi lesifundazwe saseMpumalanga Kapa - eKing William's Town	10
IHhovisi lesiFundazwe saseFreyistata - eBloemfontein	10
IHhovisi lesiFundazwe saseGauteng -eGoli	11
IHhovisi Likazwelonke - ePitoli	176
IHhovisi lesiFundazwe saKwaZulu-Natali - ePietermaritzburg	9
IHhovisi lesiFundazwe saseLimpopo - ePolokwane	11
IHhovisi lesiFundazwe saseMpumalanga - eNelspruit	9
IHhovisi lesiFundazwe saseNyakatho Kapa - eKimberley	10
IHhovisi lesiFundazwe saseNyakathi-Ntshonalanga - eMmabatho	9
IHhovisi Lephalamende - eKapa	3
IHhovisi lesiFundazwe saseNtshonalanga Kapa - eKapa	9
ISAMBA	267

IThebula lesi-6 lihlinzeka ngokuhlakazwa kwesamba senani labasebenzi (limbandakanya abasebenzi abanokukhubazeka) ngokobulili nobuzwe kolunye nolunye lalezi zinhla zokusebenza ezilandelayo.

IThebula lesi-6: Isamba senani labasebenzi (libandakanya abasebenzi abanokukhubazeka) kolunye nolunye lalezi zinhla ezilandelayo zokusebenza kusukela mhla zi-31 Mashi 2017

Isikhundla ngokomsebenzi Uhla	Owesilisa				Owesimame				Isamba
	Um-Afrika	Ikhalaadi	OwaseNdiya	OMhlophe	Um-Afrika	Ikhalaadi	OwaseNdiya	OMhlophe	
Abenzi bomthetho, izikhulu eziphe nabaphathi (Amazinga 13 – 16)	15	4	1	2	17	1	1	3	44
Abasebenzi bolwazi (Amazinga 9 – 12)	49	2	1	8	39	2	2	6	109
Amathekhinishiyeni nabanye abasebenzi bolwazi abahlobene nawo (Amazinga 6 – 8)	12	1	0	0	40	1	1	0	55
Onobhala (Amazinga 3 – 5)	16	0	0	0	23	2	1	0	42
Abasebenza ngezinsizo kanye nokuthengisa	0	0	0	0	0	0	0	0	0
Abasebenzi abanamakhono ezolimo nezezinhlazi	0	0	0	0	0	0	0	0	0
Abasebenza ngezandla kanye nabenza eminye imisebenzi yethredi	0	0	0	0	0	0	0	0	0
Abasebenzi kumapulanti nabasebenzisa imishini kanye naba-asebulayo	0	0	0	0	0	0	0	0	0
Imisebenzi ephansi (Amazinga 1 - 2)	1	0	0	0	7	0	0	0	8
ISAMBA	93	7	2	10	126	6	5	9	258
Abasebenzi abanokukhubazeka	2	0	0	1	1	0	0	2	6

Additional information

Abanye bamalungu abasebenzi be-PSC bakwazi ukukhuluma izilimiezisemthethweni zaseNingizimu Afrika ezimbili noma ezingaphezulu, okungukuthi IsiBhunu, IsiNgisi, IsiNdebele, iSiSwati, IsiXhosa, IsiZulu, iSepedi, iSesotho, iSetswana, iTshivenda neXitsonga.

7. ISABELOZIMALI

I-PSC yathola isamba sesabelozimali esingama-R 247,759. 000 sonyakazimali we-2017/18. IThebula lesi-7 ngezansi lihlinzeka ngokuhlakazwa okukhomba ukuthi isabelozimali sasetshenziswa kanjani:

IThebula lesi-7: Ukuhlakazwa kwezindleko okuyizona zona

Into	Izindleko okuyizona zona
UHlelo loku-1: Ukuphatha	125,565
UHlelo lwesi-2: IGatsha: Izingubo Zobuholi Nokuphatha	38,984
UHlelo lwesi-3: Ukuqapha Nokuhlola	33,785
UHlelo lwesi-4: Isithunzi Nokulwa Nenkohlakalo	48,961
Isamba sezindleko zezinhlelo	247,295
Imiholo yabasebenzi	179,887
Ukuqeqesha	441

8. IMININGWANE YOKUXHUMANA

Ukuthola ulwazi oluthe xaxa sicela nixhumane:

Dkt. Dovhani Mamphiswana
 UMqondisi-Jikelele: OPSC
 Ucingo: (012) 352 1200/ Ifeksi: (012) 325 8322
 Ikheli Leposi: Private Bag x121, Pretoria, 0001
 I-imeyili: dovhanim@opsc.gov.za

Amakopi ayoyonke imibiko eshicilelwe ye-PSC atholakala ehhovisi likazwelonke le-PSC nasemahhovisi ezifundazwe. Imibiko iyartholakal futhi ku-website ye-PSC ethi: www.psc.gov.za.

9. SITHOLAKALA KUPHI

IHHOVISI LIKAZWELONKE:

USEkela-Sihlalo: u-Adv Richard Sizani

USEkela-Mqondisi-Jikelele: uDkt. Dovhani

Mamphiswana

Commission House

536 Francis Baard Street

Arcadia

PRETORIA

0083

Ucingo: (012) 352 1000

Ifeksi: (012) 325 8382

IHHOVISI LEPHALAMENDE:

Isikhulu Sephalamende: uNks

Noziphiwo Gwaza

Sanlam Golden Acre Building

21st Floor, Adderley Street

CAPE TOWN

8001

Ucingo: (021) 418 4940

Ifeksi: (021) 418 1362

AMAHHOVISI ESIFUNDAZWE:

IsiFundazwe saseMpumalanga Kapa

Ukhomishane: uMnu Singata Mafanya

IsiFundazwe saseFreyistata

Ukhomishane: Dr Henk Boshoff

UMqondisi Wesifundazwe: uMnu Loyiso Mgengo

91 Alexander Road

KING WILLIAM'S TOWN

5601

Ucingo: (043) 643 4704

Ifeksi: (043) 642 1371

IsiFundazwe saseGauteng

Ukhomishane: uMnu Michael Seloane

UMqondisi Wesifundazwe:

uNks Dorothy Nkwanyana

16th Floor, 35 Pritchard Street

JOHANNESBURG

2001

Ucingo: (011) 833 5721

Ifeksi: (011) 834 1200

IsiFundazwe saseMpumalanga

Ukhomishane: uMnu David Mkhwanazi

UMqondisi Wesifundazwe: uMnu Cameron

Jacobs

19 Russel Street

NELSPRUIT

1200

Ucingo: (013) 755 4070

Ifeksi: (013) 752 5814

IsiFundazwe saseLimpopo

Ntshonalanga

Ukhomishane: uMnu George Mashamba

UMqondisi Wesifundazwe: uNks Thembekile

Makhubele

Kirk Patrick Building

40 Schoeman Street

UMqondisi Wesifundazwe: uNks
Boitumelo Mogwe

62 Fedsure Building

3rd Floor, St Andrews Street

BLOEMFONTEIN

9301

Ucingo: (051) 448 8696

Ifeksi: (051) 448 4135

IsiFundazwe saKwaZulu-Natali

Commissioner: Dkt. Pearl Sithole

UMqondisi Wesifundazwe:

Akunamuntu

Ten Sixty-Six Building

iDUBE Building

Ground Floor, 294 Burger Street

PIETERMARITZBURG

3201

Ucingo: (033) 345 9998

Ifeksi: (033) 345 8505

IsiFundazwe SaseNtshonalanga Kapa

Ukhomishane: uNks Moira Marais-Martin

UMqondisi Wesifundazwe: uMnu Jacques

Malan

Woolworths Building, 1st Floor

Corner Chapel & Lennox Streets

KIMBERLEY

8301

Ucingo: (053) 832 6222

Ifeksi: (053) 832 6225

IsiFundazwe

saseNyakatho-

Ukhomishane: UDkt Moeletsi Leballo

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Cnr Sekame Street & Dr James

POLOKWANE

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